

Abstract

The theme of this thesis is employee care in the Czech Republic and Slovakia. Working conditions of employees are essential for their efficiency. Because of that, a proper setting of employee care is a crucial task for employers, moreover considering the current difficult situation in the labor market. The aim of the thesis is to inform readers about the concept of employee care, and to introduce them to the basic legislation in the Czech Republic and Slovakia. The content is divided into six chapters.

The first chapter is focused on analyses of the term employee care. It can be rather difficult to define this term, thus I offer wider variety of possible views on the issue. I also include a part about a classification of the employee care into categories.

The second chapter of the thesis offers a historical excursion into the issue of employee care. This covers the period starting in the 14th century and leading up to the present days. In the first part of the chapter, I consider employee care in its broader sense. As the time went and the concept of employee care developed, I focus on narrower sense of the term, as is being used in these days.

In the third chapter, an international law concerning employee care is covered. It is structured based on the relevant international organizations, namely the UN, the ILO, the Council of Europe, and the European Union.

In the fourth chapter, I focus on the analysis of national legislation of employee care in the both Czech Republic and Slovakia separately. I define a legal framework of employee care and stress how wide is actually the range of the relevant legislation.

In the following fifth chapter, parts of the Czech and Slovak Labor Codes governing employee care are the focal point, as they form the centerpiece of legal regulation of this topic in the both countries.

The sixth and last chapter aims to compare and evaluate the previously described legislation in both countries.